

The Australian Ballet Dancers | Log of Claims.

14 April 2026

Title of current agreement:

The Australian Ballet Dancers' Enterprise Agreement 2003 – 2026

Claim	Details
Pay	A fair pay rise that reflects the increased cost of living
Superannuation	A permanent percentage increase above the minimum entitlement under the Superannuation Guarantee.
Livestreaming	A fair increase to the payment amount in line with inflation
AI protections	Include terms regarding the use and storage of recorded materials and recorded images and their interaction with artificial intelligence
Rehearsal definitions and requirements	Clearly define “technical” and “dress” rehearsals. Specify the requirements and expectations of dancers in these rehearsals.
Schedules	Increase notice provided to dancers of their rehearsal and performance schedules and set limitations for when blackouts can be called. Clarify when Emergency Rehearsals can be called. Inclusion of a payment to dancers where schedules are altered or emergency rehearsals are called without the required period of notice.
Casting	Set out a casting process including notice of casting, that prioritises the sustainability of dancer workload and reduces fatigue.
Technical schedules	Align technical schedules for dancers with crew technical schedules and breaks
Breaks	Clarify the use of grace periods during the rehearsal weeks leading up to a performance week.
Performance reviews	Insert the performance review process into the Enterprise Agreement.
Allowances	Include a separate allowance for the performance of hazardous or high-risk tasks, e.g. harness work, silk work, work at heights. Increase ribbons and shoes allowance to match actual cost to dancers.
Travel allowances	Company to provide the accommodation allowance in advance of travel. Travel allowance to cover all days spent away from home. Increase in travel allowance in line with increased cost of living.
Suitable accommodation	Establish minimum space requirements in accommodation for dancers when traveling
Car park	Free parking for all dancers at the Australian Ballet Centre.

Reproductive health leave	Provide leave for reproductive health reasons to all dancers
Cultural Leave	Extend cultural leave to include dancers that are not First Nations and Torres Strait Islander Australians
Bullying / Harassment	Include the company bullying/harassment policy within the enterprise agreement.
Qantas Club	Lower the year of service to gain access to Qantas club